

C-U 5/26/15

SIDE LETTER AGREEMENT  
BETWEEN  
THE CITY OF SAN JOSE  
AND

THE MUNICIPAL EMPLOYEES' FEDERATION, AFSCME, LOCAL 101 (MEF)  
THE CONFIDENTIAL EMPLOYEES' ORGANIZATION (CEO), AFSCME, LOCAL NO. 101

**Higher Class Pay**

As part of the Labor Management Committee meetings, the City of San Jose ("City") and the Municipal Employees' Federation, AFSCME, Local 101 (MEF) have agreed on modifications to City Policy Manual, Section 4.1.2, Working in a Higher Class, and the approval form contained therein.

The City and MEF and CEO agree to meet approximately six (6) months following the implementation of the revised City Policy Manual, Section 4.1.2, Working in a Higher Class and approval form to evaluate higher class pay usage since implementation, and to continue discussions related to higher class pay.

**FOR THE CITY:**

**FOR THE UNION:**

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Jennifer Schembri                      Date  
Interim Director of  
Employee Relations

\_\_\_\_\_  
Yolanda Cruz                      Date  
President  
MEF, AFSCME Local 101

\_\_\_\_\_  
Laverne Washington                      Date  
President  
CEO, AFSCME Local 101

\_\_\_\_\_  
Charles Allen                      Date  
Business Agent  
AFSCME, Local 101